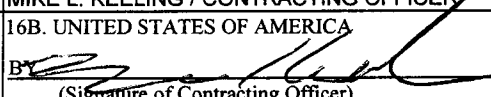


AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE		PAGE OF PAGES 1 3	
2. AMENDMENT/MODIFICATION NO. P00011		3. EFFECTIVE DATE 14-Aug-2003		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO.(If applicable)	
6. ISSUED BY AFTTC/PK DAVID SCHORY/661-277-7710 5 S WOLFE AVE EDWARDS AFB CA 93524-1185		CODE FA9301		7. ADMINISTERED BY (If other than item 6) See Item 6		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code) CHUGACH MANAGEMENT SERVICES INC LARRY CONNER 560 E 34TH AVENUE STE 105 ANCHORAGE AK 99503				9A. AMENDMENT OF SOLICITATION NO.			
				9B. DATED (SEE ITEM 11)			
				X 10A. MOD. OF CONTRACT/ORDER NO. F04700-00-D-0047			
				X 10B. DATED (SEE ITEM 13) 01-Jun-2000			
CODE 1B1S9		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
X D. OTHER (Specify type of modification and authority) FAR 52.217-9, Option to Extend the Term of the Contract, 52.222-41, Service Contract Act							
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The purpose of this modification is to: 1) Exercise Option Period Four to the Contract and extend the Period of Performance to 30 September 2004. Funding will be accomplished IAW FAR 52.232-18, Availability of Funds; and 2) Incorporate the new Wage Determination 94-2043 (Rev 21) dated 06/17/2003 IAW FAR 52 222-41, Service Contract Act of 1965, as amended. All other contract terms and conditions remain the same.							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) MIKE L. KEELING / CONTRACTING OFFICER			
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)		16C. DATE SIGNED 15-Aug-2003	

EXCEPTION TO SF 30
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

Changes in Solicitation/Contract/Order Form

The total cost has increased from \$18,921,041.72 by \$9,933,693.17 to \$28,854,734.89

Changes in Section B

CLIN 0003

The Option set forth in CLIN 0003 has been exercised

The ship to organization has changed from

95 CEG/CEH - F5HHGX

402 S FORBES AVE

EDWARDS AFB, CA 93524

to

95 ABW/CEMH - FQ2805

402 S FORBES AVE BLDG 6696

EDWARDS AFB, CA 93524-1800

The ship to organization contact has been deleted.

Changes in Section G

Summary for the Payment Office

The total funded amount of the contract remains unchanged.

ITEM	DESCRIPTION	QTY	UNIT	ISSUE	UNIT PRICE	ESTIMATED TOTAL AMOUNT
------	-------------	-----	------	-------	------------	---------------------------

0029	OPTION 4 CLIN MILITARY FAMILY HOUSING (MFH) MAINTENANCE The Contractor shall perform housing maintenance, grounds maintenance of improved and semi-improved housing areas, street sweeping on a weekly basis, and operate the U-Fix-It store at Edwards Air Force Base, CA for the period of 1 Oct 03 through 30 Sep 04 in accordance with the Performance Work Statement (PWS)	12	Months	\$	258,612.28	\$ 3,103,347.40
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0030	OPTION 4 CLIN MOBILE HOME PARK LOT MAINTENANCE The Contractor shall maintain the Mobile Home Park Playground, abandoned lots, vacant lots, and common grounds in accordance with Section 5.1 of the PWS.	12	Months	\$	2,539.78	\$ 30,477.38
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0031	OPTION 4 CLIN ADDITIONAL MAINTENANCE - FIXED PRICE AWARD FEE (FPAF) REQUIREMENTS The Contractor shall provide for the additional maintenance of housing facilities for accompanied housing IAW the PWS and Exhibit N.					\$ 1,209,522.80
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0032	OPTION 4 CLIN AWARD FEE Award Fee Pool consisting of a total of 10% of CLINs 0029, 0030, and 0031					
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0032AA	OPTION 4 CLIN AWARD FEE PERIOD 14 Award Fee for the period of 1 Oct 03 through 31 Dec 03.					Maximum Amount \$ 102,979.29
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0032AB	OPTION 4 CLIN AWARD FEE PERIOD 15 Award Fee for the period of 1 Jan 04 through 31 Mar 04.					Maximum Amount \$ 102,979.29
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0032AC	OPTION 4 CLIN					
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Maximum Amount
SECTION B
F04700-00-D-0047
P00011

ITEM	DESCRIPTION	QTY	UNIT ISSUE	UNIT PRICE	ESTIMATED TOTAL AMOUNT
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	AWARD FEE PERIOD 16				\$ 102,979.29
	Award Fee for the period of 1 Apr 04 through 30 Jun 04.				

0032AD	OPTION 4 CLIN				Maximum Amount
	AWARD FEE PERIOD 17				\$ 102,979.29
	Award Fee for the period of 1 Jul 04 through 30 Sep 04.				

0033	OPTION 4 CLIN				
	MAJOR/MINOR REPAIR PROJECTS - FIRM FIXED PRICE REQUIREMENTS				
	The Contractor shall perform major/minor repair projects for bathrooms IAW 5.41 of the PWS and Exhibit P				
				\$	1,344,000.00

0034	OPTION 4 CLIN				
	ADDITIONAL MATERIALS-COST REIMBURSABLE				
	The Contractor shall provide materials and U-Fix-It Store supplies on a cost-reimbursement basis IAW the PWS.				
				\$	1,451,501.97

0035	OPTION 4 CLIN				
	LABOR HOURS - FIRM FIXED PRICE REQUIREMENTS				
	The Contractor shall provide miscellaneous work for accompanied housing IAW the PWS and Exhibit Q. All trades may be involved. Overhead, profit and other indirect costs are included in the unit price.				
				\$	2,382,926.47

OPTION YEAR 4 ESTIMATED TOTAL OF CLINS 0029 THROUGH 0035					\$ 9,933,693.17
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BRS Document Viewer

WAGE DETERMINATION NO: 94-2043 REV (21) AREA: CA, BAKERSFIELD

WAGE DETERMINATION NO: 94-2043 REV (21) AREA: CA, BAKERSFIELD

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2043

Revision No.: 21

Date Of Last Revision: 06/17/2003

State: California Area: California County of
 Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.32
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	17.62
01030 - Court Reporter	17.04
01050 - Dispatcher, Motor Vehicle	14.52
01060 - Document Preparation Clerk	13.14
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.14
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	8.99
01116 - General Clerk II	10.11
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	15.93
01131 - Key Entry Operator I	11.13
01132 - Key Entry Operator II	13.63
01191 - Order Clerk I	11.78
01192 - Order Clerk II	12.28
01261 - Personnel Assistant (Employment) I	10.84
01262 - Personnel Assistant (Employment) II	12.17
01263 - Personnel Assistant (Employment) III	15.04
01264 - Personnel Assistant (Employment) IV	15.55
01270 - Production Control Clerk	15.16
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	12.46
01311 - Secretary I	12.46
01312 - Secretary II	15.28
01313 - Secretary III	15.93
01314 - Secretary IV	19.60
01315 - Secretary V	21.76
01320 - Service Order Dispatcher	14.64
01341 - Stenographer I	11.91
01342 - Stenographer II	13.80
01400 - Supply Technician	19.60

01420 - Survey Worker (Interviewer)	14.23
01460 - Switchboard Operator-Receptionist	9.74
01510 - Test Examiner	15.28
01520 - Test Proctor	15.28
01531 - Travel Clerk I	9.47
01532 - Travel Clerk II	9.97
01533 - Travel Clerk III	10.80
01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.88
03041 - Computer Operator I	12.80
03042 - Computer Operator II	14.81
03043 - Computer Operator III	17.87
03044 - Computer Operator IV	20.00
03045 - Computer Operator V	22.16
03071 - Computer Programmer I (1)	15.63
03072 - Computer Programmer II (1)	18.99
03073 - Computer Programmer III (1)	21.74
03074 - Computer Programmer IV (1)	26.28
03101 - Computer Systems Analyst I (1)	16.36
03102 - Computer Systems Analyst II (1)	23.69
03103 - Computer Systems Analyst III (1)	25.85
03160 - Peripheral Equipment Operator	14.67
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.15
07010 - Baker	12.41
07041 - Cook I	11.20
07042 - Cook II	12.41
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	7.96
11060 - Elevator Operator	10.42
11090 - Gardener	9.74
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	9.64
11210 - Laborer, Grounds Maintenance	9.33
11240 - Maid or Houseman	7.14
11270 - Pest Controller	12.14
11300 - Refuse Collector	11.93
11330 - Tractor Operator	11.06
11360 - Window Cleaner	10.63
12000 - Health Occupations	
12020 - Dental Assistant	13.05
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
12071 - Licensed Practical Nurse I	12.63
12072 - Licensed Practical Nurse II	14.19
12073 - Licensed Practical Nurse III	15.88
12100 - Medical Assistant	10.39
12130 - Medical Laboratory Technician	12.59
12160 - Medical Record Clerk	10.89
12190 - Medical Record Technician	13.12
12221 - Nursing Assistant I	7.48
12222 - Nursing Assistant II	8.40
12223 - Nursing Assistant III	9.16
12224 - Nursing Assistant IV	10.30
12250 - Pharmacy Technician	13.37
12280 - Phlebotomist	14.19
12311 - Registered Nurse I	17.51
12312 - Registered Nurse II	21.44
12313 - Registered Nurse II, Specialist	21.44
12314 - Registered Nurse III	25.93
12315 - Registered Nurse III, Anesthetist	25.93
12316 - Registered Nurse IV	30.83
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.01
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	21.28
13013 - Exhibits Specialist III	26.31
13041 - Illustrator I	15.55
13042 - Illustrator II	18.55
13043 - Illustrator III	22.87
13047 - Librarian	20.64
13050 - Library Technician	12.33
13071 - Photographer I	12.90
13072 - Photographer II	15.38
13073 - Photographer III	18.66
13074 - Photographer IV	22.83
13075 - Photographer V	28.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	8.31
15070 - Finisher, Flatwork, Machine	7.87
15090 - Presser, Hand	7.87
15100 - Presser, Machine, Drycleaning	7.87
15130 - Presser, Machine, Shirts	7.87

15160 - Presser, Machine, Wearing Apparel, Laundry	7.87
15190 - Sewing Machine Operator	9.18
15220 - Tailor	9.73
15250 - Washer, Machine	8.33
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	24.06
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.69
21020 - Material Coordinator	13.96
21030 - Material Expediter	13.96
21040 - Material Handling Laborer	10.38
21050 - Order Filler	12.17
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	12.32
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	12.47
21140 - Store Worker I	9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.70
21210 - Tools and Parts Attendant	12.30
21400 - Warehouse Specialist	12.30
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.02
23040 - Aircraft Mechanic Helper	15.73
23050 - Aircraft Quality Control Inspector	21.22
23060 - Aircraft Servicer	18.00
23070 - Aircraft Worker	18.80
23100 - Appliance Mechanic	16.54
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	19.82
23130 - Carpenter, Maintenance	17.72
23140 - Carpet Layer	15.90
23160 - Electrician, Maintenance	20.15
23181 - Electronics Technician, Maintenance I	17.97
23182 - Electronics Technician, Maintenance II	19.88
23183 - Electronics Technician, Maintenance III	21.45
23260 - Fabric Worker	16.01
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.00
23340 - Fuel Distribution System Mechanic	19.81
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.04
23430 - Heavy Equipment Mechanic	18.95
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	19.29
23470 - Laborer	11.28
23500 - Locksmith	16.54
23530 - Machinery Maintenance Mechanic	20.33
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	18.70
23700 - Office Appliance Repairer	18.03
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	17.23
23800 - Plumber, Maintenance	16.54
23820 - Pneudraulic Systems Mechanic	19.04

23850 - Rigger	22.39
23870 - Scale Mechanic	17.02
23890 - Sheet-Metal Worker, Maintenance	17.23
23910 - Small Engine Mechanic	15.90
23930 - Telecommunication Mechanic I	21.77
23931 - Telecommunication Mechanic II	23.71
23950 - Telephone Lineman	21.77
23960 - Welder, Combination, Maintenance	17.23
23965 - Well Driller	19.04
23970 - Woodcraft Worker	19.04
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.76
24580 - Child Care Center Clerk	13.61
24600 - Chore Aid	8.04
24630 - Homemaker	14.56
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.81
25040 - Sewage Plant Operator	20.07
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	13.99
25210 - Water Treatment Plant Operator	20.07
27000 - Protective Service Occupations	
(not set) - Police Officer	25.52
27004 - Alarm Monitor	12.80
27006 - Corrections Officer	22.51
27010 - Court Security Officer	24.02
27040 - Detention Officer	24.02
27070 - Firefighter	24.02
27101 - Guard I	9.80
27102 - Guard II	10.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.62
28020 - Hatch Tender	16.62
28030 - Line Handler	16.62
28040 - Stevedore I	14.08
28050 - Stevedore II	17.61
29000 - Technical Occupations	
21150 - Graphic Artist	13.19
29010 - Air Traffic Control Specialist, Center (2)	28.21
29011 - Air Traffic Control Specialist, Station (2)	19.46
29012 - Air Traffic Control Specialist, Terminal (2)	21.43
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	26.30
29035 - Computer Based Training (CBT) Specialist/ Instructor	16.36
29040 - Civil Engineering Technician	21.90
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	11.33
29082 - Engineering Technician II	13.52
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	19.89
29085 - Engineering Technician V	28.14

29086 - Engineering Technician VI	29.43
29090 - Environmental Technician	16.63
29100 - Flight Simulator/Instructor (Pilot)	23.69
29160 - Instructor	16.36
29210 - Laboratory Technician	15.59
29240 - Mathematical Technician	19.88
29361 - Paralegal/Legal Assistant I	15.00
29362 - Paralegal/Legal Assistant II	19.07
29363 - Paralegal/Legal Assistant III	23.33
29364 - Paralegal/Legal Assistant IV	28.21
29390 - Photooptics Technician	21.82
29480 - Technical Writer	25.67
29491 - Unexploded Ordnance (UXO) Technician I	17.93
29492 - Unexploded Ordnance (UXO) Technician II	21.70
29493 - Unexploded Ordnance (UXO) Technician III	26.01
29494 - Unexploded (UXO) Safety Escort	17.93
29495 - Unexploded (UXO) Sweep Personnel	17.93
29620 - Weather Observer, Senior (3)	17.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
29622 - Weather Observer, Upper Air (3)	15.49
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	6.73
31290 - Shuttle Bus Driver	11.20
31300 - Taxi Driver	10.48
31361 - Truckdriver, Light Truck	11.20
31362 - Truckdriver, Medium Truck	14.81
31363 - Truckdriver, Heavy Truck	15.07
31364 - Truckdriver, Tractor-Trailer	15.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.15
99030 - Cashier	8.17
99041 - Carnival Equipment Operator	13.24
99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	17.93
99300 - Lifeguard	9.42
99310 - Mortician	17.93
99350 - Park Attendant (Aide)	11.84
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	15.58
99610 - Sales Clerk	9.10
99620 - School Crossing Guard (Crosswalk Attendant)	8.09
99630 - Sport Official	9.42
99658 - Survey Party Chief (Chief of Party)	14.51
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
99660 - Surveying Aide	9.63
99690 - Swimming Pool Operator	12.72
99720 - Vending Machine Attendant	10.95
99730 - Vending Machine Repairer	13.72
99740 - Vending Machine Repairer Helper	11.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.